

Gender Pay Gap Statement

Snapshot date: 4th April 2019
 Company Registration Number: 995045
 Company Name: Eddie Stobart Limited
 Division:
 Business Unit:
 Date of Publishing:

Does this company require a Gender Pay Gap Statement?
 Yes
 No

If 'no', please select the reason:
 Not applicable

			women	men
mean average gender gap	7.4 %	proportion of men and women getting a bonus	0.0 %	0.0 %
median gender pay gap	11.4 %	proportion of men and women in pay quartile 1 (lowest paid)	19.9 %	80.1 %
mean gender bonus gap	0.0 %	proportion of men and women in pay quartile 2	14.0 %	86.0 %
median gender bonus gap	0.0 %	proportion of men and women in pay quartile 3	6.7 %	93.3 %
		proportion of men and women in pay quartile 4 (highest paid)	11.8 %	88.2 %

I confirm that the above statement of the gender pay gap is accurate for the above mentioned company

Confirmed by: Angelina Miley
 Position within company: HR Director
 Date: 04/04/2019

Gender Pay Gap Statement

Narrative to the Gender Pay Gap Statement:

We have published information on the gender pay gap in Eddie Stobart Limited for 2018 as required by regulations. The gender pay gap is the difference between the average hourly rate of pay that male and female colleagues receive. It is not about equal pay, we're confident that we pay men and women the same amount for doing an equivalent job.

The gender pay gap figures highlight imbalances in the numbers of male and female colleagues across the organisation, which is not uncommon within our industry. These imbalances and differences in the ways that male and female colleagues choose to work can contribute to a gender pay gap.

The national average pay gap for median gross hourly earnings for all employees is 17.9 per cent*. While the pay gap for the entire Eddie Stobart Limited workforce of 11.4 %, remains significantly below the national average, we remain committed to addressing this.

The national average means that on average women earn 82p for every £1 that men earn; in comparison, at Eddie Stobart women earn 89p for every £1 that a man earns.

Although our pay gap is less than the national average, there is still a gender pay gap which we believe is primarily due to:

- At management level the higher proportion of males in senior roles, which tend to be the more highly paid roles; and
- At admin level the higher percentage of women employed in first tier general admin roles compared to the percentage of men in higher paid specialist/qualified admin roles

Our overall group gender pay has increased slightly compared to last year (2017: 11.1 per cent to 2018: 11.4 per cent) and there has been a small reduction in the percentage of women (1.5 per cent reduction) in the higher paid roles (quartile 4). We remain committed to improving this going forward.

Positively, we have increased the percentage number of women working in the middle two of the four workforce segments, which includes some higher paid management roles, whilst the proportion of women occupying lower paid roles (quartile 1) has reduced.

We are committed to addressing the disparity in gender representation within our business including at senior and admin levels, through more diverse recruitment practices, offering flexible working, and fostering an inclusive culture however we expect this to take time.

*Office for National Statistics; release date October 2018